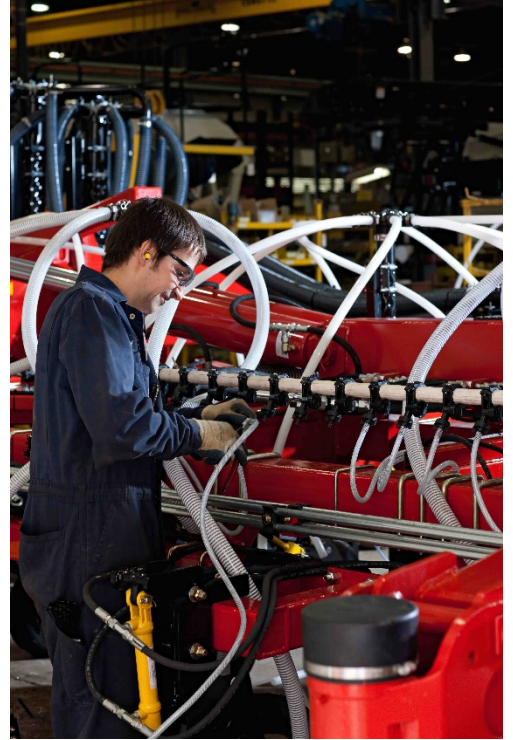
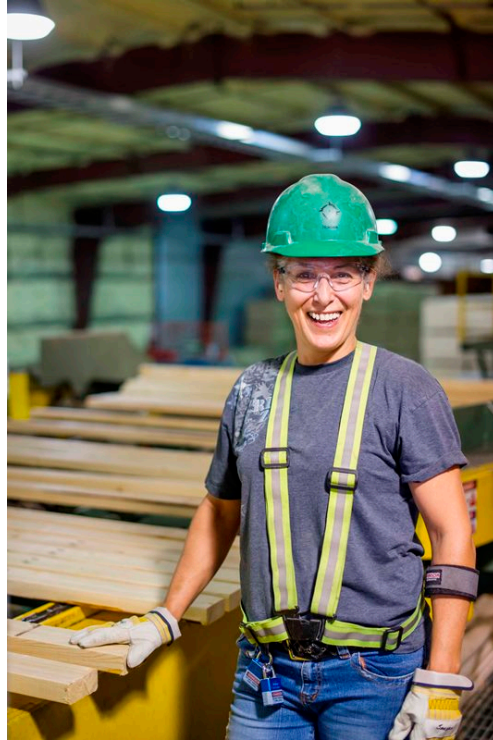


Saskatchewan Detailed Occupational Outlook 2019 to 2023



Preface

The *Saskatchewan Detailed Occupational Outlook, 2019-2023*, provides labour market information for 437 occupations. It is intended to inform career choices, workforce planning and decision making for a variety of users such as employers, industries, sector councils, governments, employment and career practitioners, job seekers and learners.

Information is provided on forecasted net job openings, job outlooks, estimated employment and wages, and the skills or educational levels that are usually required for occupations. With a growing spotlight on the importance of soft skills that are needed in the work place, such as team player and communication skills, the soft skills that are most in demand by Canadian employers are also included in this report.

A job outlook (good, fair and limited) is assigned to each occupation relative to the job prospects of all 437 occupations. An additional 63 occupations are considered to be 'uncommon' and are excluded from this report. They are not assigned an outlook as there is not enough data to reliably assess them.

Job outlooks are based on a variety of labour market indicators. Occupations that have a 'good' outlook have more favourable job prospects. They generally have better labour market conditions, such as higher employment and wage growth and more expected job openings, than occupations with a 'fair' or 'limited' outlook. Occupations with a 'fair' outlook have balanced job prospects, whereas, 'limited' suggests less favourable job prospects for the job-seeker. A limited outlook is not meant to discourage job seekers from pursuing an occupation. While these occupations have a below-average outlook relative to other occupations over the forecast period, they often have a positive number of job openings. In some instances, they may have a decline in expected job openings due to their sensitivity to short-term economic fluctuations.

These projections are based on economic and labour market conditions expected over the forecast period. However, it should be noted that these conditions are subject to changes in commodity prices, consumer demand and other economic factors. The Government of Saskatchewan will continue to monitor these factors that affect labour market conditions for consideration of future occupational outlooks.

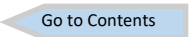
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Key Findings

- 98,200 job openings are forecasted over the five-year period, 2019 to 2023.
- A total of 437 occupations are profiled in the report, of which 15 per cent are expected to have 'good' outlooks, 68 per cent 'fair' outlooks, and 17 per cent 'limited' outlooks over the forecast period.
- The 65 occupations that have a good outlook account for nearly half of the future job openings. The 298 occupations with a fair outlook account for 47 per cent of future job openings. While there are 74 occupations with a limited outlook, they only account for 4 per cent of future job openings.
- An additional 63 occupations are viewed as 'uncommon' as each occupation is estimated to have fewer than 60 employed in 2019. These occupations account for 390 future job openings (less than 1 per cent of the total).

Job Outlook	Number of occupations	Number of job openings
Good	65	48,270
Fair	298	45,800
Limited	74	3,720
Uncommon (no assigned job outlook)	63	390
Total	500	98,200

- The top 25 occupations with the most future job openings have a mixed set of skill requirements with half of the occupations being higher skilled and the other half being lower skilled. The top occupation is managers in agriculture with 6,520 job openings expected over the forecast period.
- The highest paying occupations are generally higher skilled which require a minimum of post-secondary education, training and/or management experience. Two-thirds of the top 25 occupations with the highest wages are mainly in management, health, law and engineering related occupations.
- There are many higher paying, lower-skilled occupations that require only Grade 12 or less than high school completion with some on-the-job training. The top three highest paying lower-skilled jobs are underground mine service and support workers; silviculture and forestry workers; and inspectors and testers, mineral and metal processors.

Occupations with the most job openings

The top 25 occupations with the most future job openings have a balanced set of skill requirements. Half of these occupations are lower-skilled, requiring either Grade 12 education or less with on-the-job training, such as transport truck drivers and retail salespersons. The other half of these occupations are higher-skilled, requiring a minimum post-secondary education or training and/or management experience, such as managers in agriculture (farmers), retail and wholesale trade managers, registered nurses, school teachers and cooks.

Estimated annual wages in 2019 for these occupations, as shown in the table below, range from \$27,200 to \$95,200 compared to the provincial median wage of \$59,300.

43,560 job openings are forecasted for these 25 occupations over the 2019 to 2023 period. Three out of every four openings are expected from the need to replace retiring workers and the remaining openings from economic growth. These top 25 occupations account for nearly half of the total job openings (44 per cent) forecasted for the province.

Rank	NOC 2016	NOC 2016 title	2019 wage estimate	Job openings	Skill level
1	0821	Managers in agriculture	\$27,200	6,520	Mgt
2	0621	Retail and wholesale trade managers	\$65,200	3,490	Mgt
3	7511	Transport truck drivers	\$63,900	3,220	HS
4	6421	Retail salespersons	\$40,700	3,030	HS
5	6733	Janitors, caretakers and building superintendents	\$43,100	1,900	LHS
5	3012	Registered nurses and registered psychiatric nurses	\$95,200	1,900	Univ
7	1221	Administrative officers	\$53,800	1,780	PS
8	3413	Nurse aides, orderlies and patient service associates	\$46,900	1,720	HS
9	4032	Elementary school and kindergarten teachers	\$84,600	1,680	Univ
10	6731	Light duty cleaners	\$35,600	1,620	LHS
11	8431	General farm workers	\$35,700	1,510	HS
12	1411	General office support workers	\$47,500	1,500	HS
13	1241	Administrative assistants	\$48,800	1,490	PS
14	6611	Cashiers	\$28,500	1,220	LHS
14	6322	Cooks	\$30,500	1,220	PS
16	6711	Food counter attendants, kitchen helpers and related support occupations	\$29,400	1,140	LHS
17	7271	Carpenters	\$52,300	1,130	PS
18	1311	Accounting technicians and bookkeepers	\$50,000	1,060	PS
19	4413	Elementary and secondary school teacher assistants	\$30,800	990	HS
20	7512	Bus drivers, subway operators and other transit operators	\$49,900	980	HS
21	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	\$64,100	970	PS
22	7452	Material handlers	\$49,300	910	HS
23	1111	Financial auditors and accountants	\$73,100	870	Univ
24	4212	Social and community service workers	\$46,400	860	PS
25	4031	Secondary school teachers	\$86,300	850	Univ

Highest paying, higher-skilled occupations

Higher-skilled occupations typically require a university degree or a post-secondary certificate, diploma or apprenticeship training and/or management experience. These occupations are also generally higher paid. Estimated annual wages in 2019 for the top 25 highest paying, higher-skilled occupations, as shown in the table below, range from \$119,300 to \$287,000 compared to the provincial median wage of \$59,300.

The top 25 are mainly in management, health, law, and engineering related occupations. Two out of every three of these occupations require management experience or a university degree. Those occupations that require a post-secondary certificate, diploma or apprenticeship training are mostly in the mining, oil and gas sectors.

A net 2,240 job openings are forecasted for these 25 occupations over the 2019 to 2023 forecast period, all from the expected need to replace retiring workers. These top 25 high-paying occupations represent 4 per cent of the total 60,420 forecasted job openings for the higher-skilled category.

Rank	NOC 2016	NOC 2016 title	2019 wage estimate	Job openings	Skill level
1	4111	Judges	\$287,000	20	Univ
2	8221	Supervisors, mining and quarrying	\$163,700	130	PS
3	0211	Engineering managers	\$161,600	110	Mgt
4	3113	Dentists	\$156,600	60	Univ
5	0811	Managers in natural resources production and fishing	\$155,700	50	Mgt
6	0431	Commissioned police officers	\$154,500	20	Mgt
7	2142	Metallurgical and materials engineers	\$148,900	10	Univ
8	0013	Senior managers - financial, communications and other business services	\$147,700	240	Mgt
9	4011	University professors and lecturers	\$142,900	270	Univ
10	0912	Utilities managers	\$140,900	130	Mgt
11	3111	Specialist physicians	\$139,400	200	Univ
12	4112	Lawyers and Quebec notaries	\$129,600	220	Univ
13	2143	Mining engineers	\$128,600	20	Univ
14	9241	Power engineers and power systems operators	\$125,600	160	PS
14	3124	Allied primary health practitioners	\$125,600	40	Univ
16	0432	Fire chiefs and senior firefighting officers	\$123,900	20	Mgt
17	8222	Contractors and supervisors, oil and gas drilling and services	\$123,700	30	PS
18	9212	Supervisors, petroleum, gas and chemical processing and utilities	\$123,300	170	PS
19	0131	Telecommunication carriers managers	\$122,500	30	Mgt
20	8231	Underground production and development miners	\$122,300	70	PS
21	7361	Railway and yard locomotive engineers	\$122,000	110	PS
22	2243	Industrial instrument technicians and mechanics	\$121,500	60	PS
23	7243	Power system electricians	\$120,800	30	PS
23	2134	Chemical engineers	\$120,800	20	Univ
25	9232	Petroleum, gas and chemical process operators	\$119,300	20	PS

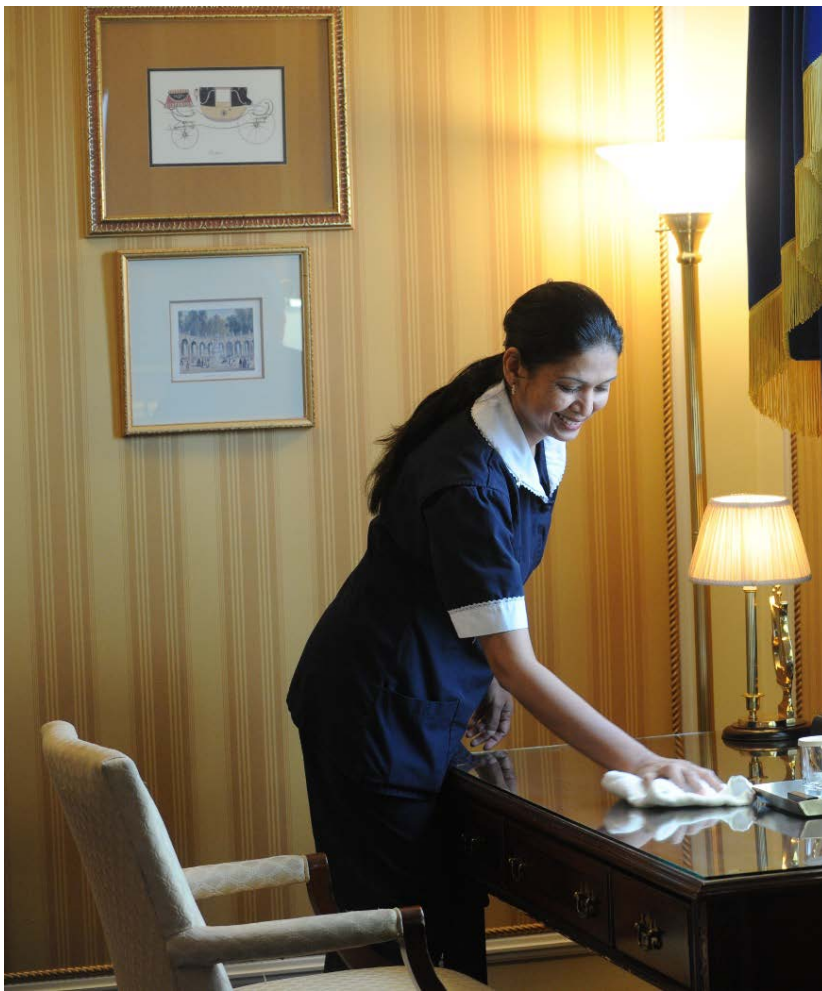
Highest paying, lower-skilled occupations

Lower-skilled occupations are those that typically require high-school completion, some secondary school education with occupation-specific training, or no formal education but on-the-job training. Many lower-skilled occupations can result in high-paying jobs. Estimated annual wages in 2019 for the top 25 highest paying, lower-skilled occupations, as shown in the table below, range from \$62,100 to \$111,400 compared to the provincial median wage of \$59,300.

The top 25 occupations mainly consist of maintenance and service workers, and labourers and machine operators in the forestry, mining, oil and gas and transportation sectors. Three out of every four of these 25 occupations require high school completion. Those occupations that require less than high school completion are mostly labourers in the resource sector.

A net 5,480 job openings are forecasted for these 25 occupations over the forecast period. Four out of every five openings are expected from the need to replace retiring workers and the remaining openings from economic growth. These top 25 occupations represent 15 per cent of the total 37,760 forecasted job openings for the lower-skilled category.

Rank	NOC 2016	NOC 2016 title	2019 wage estimate	Job openings	Skill level
1	8411	Underground mine service and support workers	\$111,400	30	HS
2	8422	Silviculture and forestry workers	\$99,200	20	HS
3	9415	Inspectors and testers, mineral and metal processing	\$93,300	20	HS
4	9411	Machine operators, mineral and metal processing	\$89,500	50	HS
5	8614	Mine labourers	\$83,200	10	LHS
6	9423	Rubber processing machine operators and related workers	\$82,800	50	HS
7	9611	Labourers in mineral and metal processing	\$79,800	50	LHS
8	8412	Oil and gas well drilling and related workers and services operators	\$79,100	-60	HS
9	4422	Correctional service officers	\$77,300	230	HS
10	7531	Railway yard and track maintenance workers	\$75,400	90	HS
11	7521	Heavy equipment operators (except crane)	\$72,700	540	HS
12	9421	Chemical plant machine operators	\$72,200	30	HS
13	6411	Sales and account representatives - wholesale trade (non-technical)	\$71,700	620	HS
14	9614	Labourers in wood, pulp and paper processing	\$68,400	30	LHS
15	9418	Other metal products machine operators	\$66,500	20	HS
16	7442	Waterworks and gas maintenance workers	\$66,300	60	HS
17	7622	Railway and motor transport labourers	\$66,100	30	LHS
18	8611	Harvesting labourers	\$65,900	10	LHS
19	8615	Oil and gas drilling, servicing and related labourers	\$64,000	-90	LHS
20	7511	Transport truck drivers	\$63,900	3,220	HS
21	1523	Production logistics coordinators	\$63,700	100	HS
21	1432	Payroll clerks	\$63,700	210	HS
23	7522	Public works maintenance equipment operators and related workers	\$62,600	150	HS
24	4421	Sheriffs and bailiffs	\$62,500	20	HS
25	7444	Pest controllers and fumigators	\$62,100	40	HS



Occupations with the most job openings that require less than high school completion

A total of 27 occupations have no formal education requirements (less than Grade 12), but may require on-the-job training.

The top 15 occupations with the most future job openings in this entry-level skill category are generally sales and service jobs or labourers positions in construction, manufacturing and utilities.

9,620 job openings are forecasted for these top 15 occupations over the 2019 to 2023 period, accounting for 97 per cent of the total number of job openings in this skill category. Three out of every five openings are expected due to retirements and the remainder due to economic growth.

Estimated annual wages in 2019 for the top 15 occupations range from \$27,400 to \$52,300 compared to the provincial median wage of \$59,300.

Rank	NOC 2016	NOC 2016 title	Job openings	2019 wage estimate
1	6733	Janitors, caretakers and building superintendents	1,900	\$43,100
2	6731	Light duty cleaners	1,620	\$35,600
3	6611	Cashiers	1,220	\$28,500
4	6711	Food counter attendants, kitchen helpers and related support occupations	1,140	\$29,400
5	7611	Construction trades helpers and labourers	750	\$51,100
6	6622	Store shelf stockers, clerks and order fillers	710	\$32,200
7	8612	Landscaping and grounds maintenance labourers	530	\$42,000
8	9617	Labourers in food, beverage and associated products processing	310	\$35,700
9	7621	Public works and maintenance labourers	270	\$52,300
10	6732	Specialized cleaners	250	\$34,300
10	9619	Other labourers in processing, manufacturing and utilities	250	\$36,800
12	6621	Service station attendants	220	\$27,400
13	6741	Dry cleaning, laundry and related occupations	190	\$32,400
14	6742	Other service support occupations, n.e.c.	130	\$40,100
14	6623	Other sales related occupations	130	\$38,300



Occupations with the most job openings that require high school completion

A total of 100 occupations typically require Grade 12 completion or some secondary school education with on-the-job training or specific work experience.

The top 15 occupations with the most future job openings in this lower-skilled category are spread widely across transport and equipment operators, sales and service, office administration, health and education occupations.

The top 15 occupations are forecasted to have 18,920 job openings, 68 per cent of the total number of openings in this skill category. Seven out of every ten of these openings are expected due to retirements and the remainder due to economic growth.

Estimated annual wages in 2019 for these occupations range from \$17,200 to \$71,700 compared to the provincial median wage of \$59,300.

Rank	NOC 2016	NOC 2016 title	Job openings	2019 wage estimate
1	7511	Transport truck drivers	3,220	\$63,900
2	6421	Retail salespersons	3,030	\$40,700
3	3413	Nurse aides, orderlies and patient service associates	1,720	\$46,900
4	8431	General farm workers	1,510	\$35,700
5	1411	General office support workers	1,500	\$47,500
6	4413	Elementary and secondary school teacher assistants	990	\$30,800
7	7512	Bus drivers, subway operators and other transit operators	980	\$49,900
8	7452	Material handlers	910	\$49,300
9	4411	Home child care providers	830	\$17,200
10	1431	Accounting and related clerks	800	\$49,400
11	6552	Other customer and information services representatives	740	\$51,900
12	1414	Receptionists	730	\$38,200
13	6513	Food and beverage servers	680	\$22,100
14	6541	Security guards and related security service occupations	660	\$40,100
15	6411	Sales and account representatives - wholesale trade (non-technical)	620	\$71,700



Occupations with the most job openings that require a

post-secondary certificate, diploma or apprenticeship training

A total of 185 occupations require two to three years of post-secondary education, or two to five years of apprenticeship training.

The top 15 occupations with the most future job openings in this high-skilled category are primarily in trades and sales and services, followed by accounting and office administration, education, health and social services related occupations.

12,530 job openings are forecasted for these 15 occupations, accounting for 44 per cent of the total number of openings in this category. Seven out of every ten openings are expected due to retirements and the remainder are due to economic growth.

Estimated annual wages in 2019 for the top 15 occupations range from \$29,600 to \$113,300 versus the provincial median wage of \$59,300.

Rank	NOC 2016	NOC 2016 title	Job openings	2019 wage estimate
1	1221	Administrative officers	1,780	\$53,800
2	1241	Administrative assistants	1,490	\$48,800
3	6322	Cooks	1,220	\$30,500
4	7271	Carpenters	1,130	\$52,300
5	1311	Accounting technicians and bookkeepers	1,060	\$50,000
6	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	970	\$64,100
7	4212	Social and community service workers	860	\$46,400
8	4214	Early childhood educators and assistants	800	\$32,000
9	7237	Welders and related machine operators	740	\$61,900
10	6221	Technical sales specialists - wholesale trade	440	\$85,400
11	6341	Hairstylists and barbers	430	\$29,600
12	7312	Heavy-duty equipment mechanics	410	\$82,100
12	4311	Police officers (except commissioned)	410	\$113,300
14	6231	Insurance agents and brokers	400	\$59,100
15	3233	Licensed practical nurses	390	\$77,700

Occupations with the most job openings that require a university degree

A total of 79 occupations require a university degree (i.e. bachelor's, master's or doctorate degree).

The top 15 occupations in this high-skilled category are mostly in education, law and social services, health, IT, engineering, finance and accounting.

8,870 job openings are forecasted for these 15 professional occupations, accounting for 67 per cent of the total number of openings in this skill category. Almost eight out of every ten openings are expected due to retirements and the remainder due to economic growth.

Estimated annual wages in 2019 for the top 15 occupations range from \$59,100 to \$142,900 compared to the provincial median wage of \$59,300.



Rank	NOC 2016	NOC 2016 title	Job openings	2019 wage estimate
1	3012	Registered nurses and registered psychiatric nurses	1,900	\$95,200
2	4032	Elementary school and kindergarten teachers	1,680	\$84,600
3	1111	Financial auditors and accountants	870	\$73,100
4	4031	Secondary school teachers	850	\$86,300
5	1114	Other financial officers	540	\$70,800
6	4021	College and other vocational instructors	470	\$88,800
7	2171	Information systems analysts and consultants	370	\$83,100
8	4154	Professional occupations in religion	360	\$59,100
9	4152	Social workers	320	\$66,800
10	2131	Civil engineers	300	\$101,600
11	1121	Human resources professionals	290	\$80,700
12	4011	University professors and lecturers	270	\$142,900
13	1123	Professional occupations in advertising, marketing and public relations	230	\$65,400
14	4112	Lawyers and Quebec notaries	220	\$129,600
15	3111	Specialist physicians	200	\$139,400

Occupations with the most job openings that require expertise and experience in management

A total of 46 occupations are in the management role requiring high levels of responsibility, accountability and subject-matter expertise that is acquired either through formal education or extensive occupational experience.

The top 15 management occupations with the most future job openings span across agriculture (farmers), sales and services, finance, health, education, construction, transportation, manufacturing and utilities.

15,280 job openings are forecasted for these 15 occupations, accounting for 81 per cent of the total openings for this skill category. More than eight out of every ten openings are expected due to retirements and the remainder due to economic growth.

Estimated annual wages in 2019 for the top 15 occupations range from \$27,200 to \$113,900 compared to the provincial median of \$59,300.



Rank	NOC 2016	NOC 2016 title	Job openings	2019 wage estimate
1	0821	Managers in agriculture	6,520	\$27,200
2	0621	Retail and wholesale trade managers	3,490	\$65,200
3	0711	Construction managers	730	\$92,400
4	0631	Restaurant and food service managers	680	\$43,700
5	0714	Facility operation and maintenance managers	480	\$82,400
6	0911	Manufacturing managers	390	\$105,300
6	0111	Financial managers	390	\$100,300
8	0712	Home building and renovation managers	380	\$54,200
9	0311	Managers in health care	350	\$101,800
10	0601	Corporate sales managers	340	\$113,900
10	0632	Accommodation service managers	340	\$49,700
10	0422	School principals and administrators of elementary and secondary education	340	\$109,600
13	0122	Banking, credit and other investment managers	300	\$86,400
14	0016	Senior managers - construction, transportation, production and utilities	280	\$93,400
15	0423	Managers in social, community and correctional services	270	\$66,500

Saskatchewan Job Outlook, 2019-2023, for 437 Occupations

The job outlook provides information on future job openings, wages, skill levels, employment and most in-demand soft skills for 437 occupations in Saskatchewan. Occupations are categorized according to major occupational groups.

- **Skill level** indicates the level of education or training usually required to be employed in the occupation.
- **2019 estimated employment** refers to the average number of people estimated to have been employed in 2019. Employment numbers are rounded to the nearest 10.
- **2019 estimated wage** refers to the median full-time, full-year wage estimated for 2019.
- **Job outlooks** are derived based on a variety of labour market indicators. Each occupation is assigned a ranking of good, fair or limited.
- **Net job openings** are the sum of expansion demand (new job openings generated through economic growth) and replacement demand (existing jobs expected to be vacated and needing replacements due to retirements or mortality). Job openings are rounded to the nearest 10; numbers may not add up to totals due to rounding.
- **Most in-demand soft skills** refer to the most common soft skills across the occupations sought after by Canadian employers in 2018, according to the National Job Bank.

Note: n.a. means not available.

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
Management occupations							
0011	Legislators	Mgt	450	\$52,500	Fair	140	n.a.
0012	Senior government managers and officials	Mgt	690	\$115,000	Good	170	Organized, excellent written communication, excellent oral communication
0013	Senior managers - financial, communications and other business services	Mgt	1,020	\$147,700	Good	240	Excellent written communication, organized, excellent oral communication
0014	Senior managers - health, education, social and community services and membership organizations	Mgt	890	\$95,000	Good	240	Effective interpersonal skills, excellent written communication, excellent oral communication
0015	Senior managers - trade, broadcasting and other services, n.e.c.	Mgt	850	\$80,500	Fair	250	Organized, team player, attention to detail
0016	Senior managers - construction, transportation, production and utilities	Mgt	960	\$93,400	Fair	280	Attention to detail, excellent oral communication, tight deadlines
0111	Financial managers	Mgt	1,870	\$100,300	Fair	390	Organized, attention to detail, accurate
0112	Human resources managers	Mgt	1,160	\$93,300	Fair	250	Organized, excellent oral communication, team player
0113	Purchasing managers	Mgt	380	\$100,300	Fair	70	Team player, organized, attention to detail
0114	Other administrative services managers	Mgt	720	\$84,700	Fair	160	Organized, attention to detail, excellent oral communication
0121	Insurance, real estate and financial brokerage managers	Mgt	750	\$101,100	Fair	190	Attention to detail, team player, effective interpersonal skills
0122	Banking, credit and other investment managers	Mgt	1,710	\$86,400	Fair	300	Organized, effective interpersonal skills, attention to detail, excellent oral communication
0124	Advertising, marketing and public relations managers	Mgt	1,240	\$86,900	Fair	200	Organized, team player, effective interpersonal skills
0125	Other business services managers	Mgt	560	\$63,200	Fair	130	Organized, dependability, effective interpersonal skills
0131	Telecommunication carriers managers	Mgt	310	\$122,500	Fair	30	Organized, work under pressure, team player, effective interpersonal skills, accurate, excellent oral communication
0132	Postal and courier services managers	Mgt	140	\$65,200	Fair	10	n.a.
0211	Engineering managers	Mgt	420	\$161,600	Fair	110	Excellent oral communication, excellent written communication, attention to detail
0212	Architecture and science managers	Mgt	240	\$106,000	Fair	50	Excellent oral communication, team player, excellent written communication
0213	Computer and information systems managers	Mgt	1,090	\$108,600	Good	210	Organized, team player, attention to detail
0311	Managers in health care	Mgt	1,320	\$101,800	Fair	350	Organized, effective interpersonal skills, excellent oral communication
0411	Government managers - health and social policy development and program administration	Mgt	170	\$107,100	Fair	40	Judgement, excellent written communication, accurate, excellent oral communication
0412	Government managers - economic analysis, policy development and program administration	Mgt	140	\$107,100	Fair	30	Excellent oral communication, initiative, excellent written communication, effective interpersonal skills, dependability
0414	Other managers in public administration	Mgt	240	\$83,600	Fair	60	n.a.
0421	Administrators - post-secondary education and vocational training	Mgt	630	\$112,300	Fair	110	Effective interpersonal skills, excellent oral communication, judgement, excellent written communication
0422	School principals and administrators of elementary and secondary education	Mgt	1,170	\$109,600	Fair	340	Judgement, values and ethics, organized
0423	Managers in social, community and correctional services	Mgt	1,130	\$66,500	Fair	270	Excellent written communication, effective interpersonal skills, excellent oral communication
0431	Commissioned police officers	Mgt	70	\$154,500	Fair	20	n.a.
0432	Fire chiefs and senior firefighting officers	Mgt	60	\$123,900	Fair	20	n.a.
0433	Commissioned officers of the Canadian Forces	Mgt	320	\$63,700	Limited	30	n.a.

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
0511	Library, archive, museum and art gallery managers	Mgt	110	\$57,300	Fair	30	Attention to detail, work under pressure, tight deadlines
0512	Managers - publishing, motion pictures, broadcasting and performing arts	Mgt	100	\$81,600	Fair	50	Organized, effective interpersonal skills, team player, excellent oral communication
0513	Recreation, sports and fitness program and service directors	Mgt	440	\$51,000	Fair	100	Organized, reliability, effective interpersonal skills
0601	Corporate sales managers	Mgt	1,550	\$113,900	Fair	340	Team player, excellent oral communication, organized
0621	Retail and wholesale trade managers	Mgt	14,320	\$65,200	Good	3,490	Team player, organized, attention to detail
0631	Restaurant and food service managers	Mgt	4,030	\$43,700	Good	680	Team player, organized, reliability
0632	Accommodation service managers	Mgt	1,170	\$49,700	Fair	340	Team player, attention to detail, effective interpersonal skills
0651	Managers in customer and personal services, n.e.c.	Mgt	810	\$53,700	Fair	120	Organized, reliability, team player
0711	Construction managers	Mgt	3,050	\$92,400	Good	730	Attention to detail, tight deadlines, organized
0712	Home building and renovation managers	Mgt	1,390	\$54,200	Fair	380	Reliability, organized, attention to detail, flexibility
0714	Facility operation and maintenance managers	Mgt	2,350	\$82,400	Fair	480	Reliability, attention to detail, team player
0731	Managers in transportation	Mgt	930	\$81,500	Good	260	Team player, organized, excellent oral communication
0811	Managers in natural resources production and fishing	Mgt	750	\$155,700	Limited	50	Excellent oral communication, team player, judgement
0821	Managers in agriculture	Mgt	22,560	\$27,200	Good	6,520	Attention to detail, organized, team player
0822	Managers in horticulture	Mgt	180	\$64,700	Fair	50	Attention to detail, team player, work under pressure, initiative
0911	Manufacturing managers	Mgt	1,580	\$105,300	Fair	390	Organized, team player, attention to detail
0912	Utilities managers	Mgt	600	\$140,900	Fair	130	n.a.
Business, finance and administration occupations							
1111	Financial auditors and accountants	Univ	5,380	\$73,100	Fair	870	Organized, attention to detail, reliability
1112	Financial and investment analysts	Univ	590	\$87,200	Fair	80	Organized, accurate, attention to detail
1113	Securities agents, investment dealers and brokers	Univ	270	\$71,200	Fair	50	n.a.
1114	Other financial officers	Univ	2,940	\$70,800	Good	540	Attention to detail, excellent oral communication, organized
1121	Human resources professionals	Univ	1,910	\$80,700	Fair	290	Team player, excellent oral communication, organized
1122	Professional occupations in business management consulting	Univ	1,020	\$83,400	Fair	160	Excellent oral communication, organized, team player
1123	Professional occupations in advertising, marketing and public relations	Univ	1,710	\$65,400	Fair	230	Effective interpersonal skills, organized, excellent oral communication
1211	Supervisors, general office and administrative support workers	PS	420	\$59,000	Fair	80	Organized, reliability, team player
1212	Supervisors, finance and insurance office workers	PS	480	\$66,100	Fair	100	Organized, accurate, reliability
1213	Supervisors, library, correspondence and related information workers	PS	90	\$75,400	Fair	30	n.a.
1214	Supervisors, mail and message distribution occupations	PS	560	\$56,900	Good	110	n.a.
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	PS	1,110	\$61,300	Fair	250	Attention to detail, organized, team player
1221	Administrative officers	PS	8,070	\$53,800	Good	1,780	Organized, attention to detail, reliability
1222	Executive assistants	PS	1,210	\$66,500	Good	230	Organized, reliability, excellent written communication
1223	Human resources and recruitment officers	PS	680	\$71,100	Fair	110	Organized, effective interpersonal skills, excellent oral communication
1224	Property administrators	PS	1,430	\$47,100	Good	250	Excellent oral communication, organized, effective interpersonal skills
1225	Purchasing agents and officers	PS	1,570	\$73,800	Fair	320	Organized, attention to detail, team player
1226	Conference and event planners	PS	460	\$49,000	Fair	70	Attention to detail, organized, effective interpersonal skills

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					Job outlook	Net Job Openings	
1227	Court officers and justices of the peace	PS	110	\$59,400	Fair	20	n.a.
1228	Employment insurance, immigration, border services and revenue officers	PS	410	\$69,600	Fair	70	Accurate, organized, excellent oral communication, attention to detail, work under pressure, client focus, effective interpersonal skills
1241	Administrative assistants	PS	8,050	\$48,800	Good	1,490	Organized, reliability, attention to detail
1242	Legal administrative assistants	PS	970	\$46,700	Limited	160	Attention to detail, reliability, organized
1243	Medical administrative assistants	PS	1,670	\$43,400	Fair	310	Organized, reliability, attention to detail
1251	Court reporters, medical transcriptionists and related occupations	PS	370	\$44,500	Fair	70	Reliability, excellent written communication, accurate, attention to detail
1252	Health information management occupations	PS	280	\$57,400	Fair	50	n.a.
1253	Records management technicians	PS	100	\$56,600	Limited	20	Accurate, team player, organized
1254	Statistical officers and related research support occupations	PS	90	\$56,800	Limited	20	Accurate, organized, attention to detail
1311	Accounting technicians and bookkeepers	PS	4,790	\$50,000	Fair	1,060	Organized, reliability, accurate
1312	Insurance adjusters and claims examiners	PS	1,020	\$70,000	Fair	220	Attention to detail, tight deadlines, work under pressure
1313	Insurance underwriters	PS	410	\$59,500	Fair	80	Attention to detail, reliability, organized
1314	Assessors, valuers and appraisers	PS	450	\$76,300	Fair	60	n.a.
1411	General office support workers	HS	8,020	\$47,500	Fair	1,500	Attention to detail, organized, reliability
1414	Receptionists	HS	4,770	\$38,200	Fair	730	Reliability, organized, excellent oral communication
1415	Personnel clerks	HS	300	\$60,500	Limited	60	Team player, organized, attention to detail, reliability
1416	Court clerks	HS	80	\$50,400	Limited	10	n.a.
1422	Data entry clerks	HS	1,140	\$47,900	Fair	270	Attention to detail, tight deadlines, work under pressure
1423	Desktop publishing operators and related occupations	HS	110	\$56,500	Limited	20	Tight deadlines, excellent written communication, organized, attention to detail, accurate, excellent oral communication
1431	Accounting and related clerks	HS	4,010	\$49,400	Fair	800	Organized, accurate, reliability
1432	Payroll clerks	HS	1,170	\$63,700	Fair	210	Organized, attention to detail, accurate
1434	Banking, insurance and other financial clerks	HS	670	\$55,200	Fair	120	Attention to detail, accurate, organized, effective interpersonal skills
1435	Collectors	HS	280	\$57,300	Fair	60	Excellent oral communication, effective interpersonal skills, reliability
1451	Library assistants and clerks	HS	360	\$42,100	Fair	80	Organized, excellent oral communication, effective interpersonal skills, excellent written communication
1452	Correspondence, publication and regulatory clerks	HS	770	\$53,700	Fair	150	Attention to detail, team player, organized
1454	Survey interviewers and statistical clerks	HS	750	\$54,000	Fair	180	Excellent oral communication, effective interpersonal skills, attention to detail
1511	Mail, postal and related workers	HS	850	\$52,200	Fair	90	Attention to detail, reliability, team player
1512	Letter carriers	HS	930	\$61,700	Fair	70	n.a.
1513	Couriers, messengers and door-to-door distributors	HS	1,080	\$47,600	Fair	230	Reliability, attention to detail, dependability
1521	Shippers and receivers	HS	3,100	\$47,100	Fair	570	Attention to detail, reliability, organized
1522	Storekeepers and parts persons	HS	2,170	\$48,400	Fair	380	Attention to detail, reliability, team player
1523	Production logistics coordinators	HS	690	\$63,700	Fair	100	Attention to detail, excellent oral communication, team player
1524	Purchasing and inventory control workers	HS	840	\$47,300	Fair	150	Team player, reliability, attention to detail
1525	Dispatchers	HS	1,270	\$59,200	Fair	200	Attention to detail, team player, effective interpersonal skills

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1526	Transportation route and crew schedulers	HS	180	\$49,900	Fair	40	Organized, attention to detail, reliability
Natural and applied sciences and related occupations							
2112	Chemists	Univ	220	\$76,300	Fair	20	Organized, team player, attention to detail
2113	Geoscientists and oceanographers	Univ	400	\$110,000	Limited	30	Attention to detail, work under pressure, tight deadlines
2121	Biologists and related scientists	Univ	750	\$82,300	Fair	90	Excellent oral communication, excellent written communication, attention to detail
2123	Agricultural representatives, consultants and specialists	Univ	1,000	\$67,200	Fair	90	Attention to detail, excellent oral communication, effective interpersonal skills
2131	Civil engineers	Univ	1,650	\$101,600	Fair	300	Attention to detail, work under pressure, tight deadlines
2132	Mechanical engineers	Univ	1,140	\$83,600	Fair	170	Organized, reliability, team player
2133	Electrical and electronics engineers	Univ	1,060	\$108,000	Fair	170	Attention to detail, team player, accurate, excellent oral communication
2134	Chemical engineers	Univ	240	\$120,800	Limited	20	Team player, excellent written communication, accurate, excellent oral communication
2141	Industrial and manufacturing engineers	Univ	320	\$92,300	Fair	40	Organized, team player, effective interpersonal skills
2142	Metallurgical and materials engineers	Univ	70	\$148,900	Limited	10	Effective interpersonal skills, team player, organized, initiative, judgement
2143	Mining engineers	Univ	220	\$128,600	Limited	20	n.a.
2144	Geological engineers	Univ	90	\$91,000	Fair	20	Effective interpersonal skills, initiative, organized, excellent written communication, team player, excellent oral communication, judgement
2145	Petroleum engineers	Univ	210	\$101,200	Limited	0	n.a.
2147	Computer engineers (except software engineers and designers)	Univ	270	\$92,600	Fair	30	Team player, effective interpersonal skills, accurate
2148	Other professional engineers, n.e.c.	Univ	100	\$89,200	Fair	20	Team player, excellent oral communication, attention to detail
2151	Architects	Univ	220	\$71,800	Fair	70	Team player, organized, attention to detail, excellent oral communication
2153	Urban and land use planners	Univ	300	\$80,100	Fair	40	Organized, excellent oral communication, excellent written communication
2154	Land surveyors	Univ	260	\$104,900	Fair	50	Attention to detail, tight deadlines, team player
2161	Mathematicians, statisticians and actuaries	Univ	160	\$89,000	Fair	20	Team player, accurate, flexibility, effective interpersonal skills, organized, attention to detail, excellent written communication, excellent oral communication
2171	Information systems analysts and consultants	Univ	3,100	\$83,100	Fair	370	Team player, organized, initiative
2172	Database analysts and data administrators	Univ	410	\$95,300	Fair	60	Organized, accurate, team player
2173	Software engineers and designers	Univ	390	\$80,000	Good	40	Team player, initiative, effective interpersonal skills
2174	Computer programmers and interactive media developers	Univ	1,600	\$81,900	Good	140	Team player, initiative, effective interpersonal skills
2175	Web designers and developers	Univ	330	\$56,000	Fair	20	Organized, attention to detail, team player
2211	Chemical technologists and technicians	PS	870	\$69,800	Fair	120	Attention to detail, work under pressure, tight deadlines
2212	Geological and mineral technologists and technicians	PS	410	\$106,200	Limited	40	Team player, judgement, attention to detail
2221	Biological technologists and technicians	PS	450	\$73,700	Limited	50	Attention to detail, excellent oral communication, accurate
2222	Agricultural and fish products inspectors	PS	210	\$65,900	Fair	40	n.a.
2223	Forestry technologists and technicians	PS	160	\$79,200	Limited	20	Attention to detail, team player, effective interpersonal skills
2224	Conservation and fishery officers	PS	190	\$77,000	Limited	20	Attention to detail, flexibility, organized

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2225	Landscape and horticulture technicians and specialists	PS	290	\$51,700	Fair	50	Attention to detail, reliability, team player
2231	Civil engineering technologists and technicians	PS	730	\$68,200	Fair	120	Attention to detail, organized, team player
2232	Mechanical engineering technologists and technicians	PS	470	\$85,000	Fair	70	Team player, dependability, attention to detail
2233	Industrial engineering and manufacturing technologists and technicians	PS	300	\$71,200	Fair	40	Attention to detail, team player, organized
2234	Construction estimators	PS	500	\$83,400	Fair	110	Attention to detail, organized, team player
2241	Electrical and electronics engineering technologists and technicians	PS	1,180	\$80,100	Good	200	Attention to detail, organized, team player
2242	Electronic service technicians (household and business equipment)	PS	1,670	\$52,000	Fair	280	Team player, organized, attention to detail
2243	Industrial instrument technicians and mechanics	PS	590	\$121,500	Limited	60	Team player, excellent oral communication, organized
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	PS	130	\$75,400	Fair	30	Team player, reliability, judgement, excellent oral communication, attention to detail, initiative
2251	Architectural technologists and technicians	PS	320	\$57,200	Limited	70	Organized, attention to detail, team player
2252	Industrial designers	PS	170	\$68,100	Fair	30	Attention to detail, tight deadlines, work under pressure
2253	Drafting technologists and technicians	PS	940	\$73,400	Fair	210	Attention to detail, team player, organized
2254	Land survey technologists and technicians	PS	100	\$94,900	Fair	10	Attention to detail, reliability, organized, dependability
2255	Technical occupations in geomatics and meteorology	PS	270	\$76,100	Fair	50	Organized, attention to detail, accurate, excellent oral communication
2261	Non-destructive testers and inspection technicians	PS	350	\$94,100	Fair	50	Attention to detail, organized, accurate
2262	Engineering inspectors and regulatory officers	PS	180	\$92,800	Fair	40	Attention to detail, organized, reliability
2263	Inspectors in public and environmental health and occupational health and safety	PS	1,400	\$83,700	Fair	210	Excellent oral communication, team player, judgement
2264	Construction inspectors	PS	610	\$76,100	Fair	140	Attention to detail, organized, effective interpersonal skills
2271	Air pilots, flight engineers and flying instructors	PS	510	\$77,100	Fair	120	Reliability, judgement, team player
2272	Air traffic controllers and related occupations	PS	100	\$93,400	Fair	20	n.a.
2281	Computer network technicians	PS	1,530	\$77,900	Fair	190	Attention to detail, team player, organized
2282	User support technicians	PS	760	\$65,600	Fair	90	Team player, attention to detail, organized
2283	Information systems testing technicians	PS	110	\$65,600	Fair	10	Tight deadlines, organized, attention to detail, flexibility
Health occupations							
3011	Nursing coordinators and supervisors	Univ	520	\$110,000	Good	130	Client focus, team player, values and ethics, effective interpersonal skills
3012	Registered nurses and registered psychiatric nurses	Univ	12,360	\$95,200	Good	1,900	Effective interpersonal skills, team player, judgement
3111	Specialist physicians	Univ	1,290	\$139,400	Good	200	Team player, effective interpersonal skills, excellent oral communication
3112	General practitioners and family physicians	Univ	1,470	\$89,900	Good	170	Reliability, dependability, effective interpersonal skills
3113	Dentists	Univ	400	\$156,600	Fair	60	Effective interpersonal skills, attention to detail, accurate
3114	Veterinarians	Univ	370	\$90,200	Fair	40	Excellent oral communication, effective interpersonal skills, team player
3121	Optometrists	Univ	130	\$90,900	Fair	20	Attention to detail, work under pressure, team player, effective interpersonal skills, values and ethics, client focus, reliability, excellent oral communication
3122	Chiropractors	Univ	170	\$85,700	Good	30	Reliability, effective interpersonal skills, client focus, dependability
3124	Allied primary health practitioners	Univ	210	\$125,600	Good	40	Excellent oral communication, effective interpersonal skills, reliability, team player, excellent written communication

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					Job outlook	Net Job Openings	
3131	Pharmacists	Univ	1,310	\$111,100	Fair	80	Accurate, excellent oral communication, effective interpersonal skills
3132	Dietitians and nutritionists	Univ	440	\$81,600	Fair	40	Reliability, team player, excellent oral communication, organized
3141	Audiologists and speech-language pathologists	Univ	380	\$92,100	Good	50	Dependability, reliability, effective interpersonal skills
3142	Physiotherapists	Univ	790	\$84,800	Good	90	Effective interpersonal skills, interpersonal awareness, excellent oral communication
3143	Occupational therapists	Univ	400	\$82,900	Good	40	Excellent oral communication, organized, excellent written communication
3144	Other professional occupations in therapy and assessment	Univ	330	\$59,800	Fair	40	Effective interpersonal skills, client focus, team player, dependability
3211	Medical laboratory technologists	PS	810	\$78,600	Good	180	Attention to detail, excellent written communication, organized, excellent oral communication
3212	Medical laboratory technicians and pathologists' assistants	PS	810	\$44,800	Good	130	Team player, reliability, effective interpersonal skills, excellent oral communication
3213	Animal health technologists and veterinary technicians	PS	500	\$42,800	Limited	30	Organized, effective interpersonal skills, team player
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	PS	280	\$86,300	Good	40	Reliability, dependability, team player, excellent oral communication, organized
3215	Medical radiation technologists	PS	890	\$81,500	Fair	120	Effective interpersonal skills, team player, judgement
3216	Medical sonographers	PS	170	\$106,300	Good	30	Attention to detail, excellent oral communication, reliability, client focus, dependability
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	PS	140	\$74,100	Good	20	n.a.
3219	Other medical technologists and technicians (except dental health)	PS	1,090	\$39,500	Fair	70	Organized, accurate, team player
3222	Dental hygienists and dental therapists	PS	650	\$75,500	Good	80	Team player, excellent oral communication, client focus
3223	Dental technologists, technicians and laboratory assistants	PS	110	\$57,000	Limited	20	Team player, attention to detail, effective interpersonal skills
3231	Opticians	PS	290	\$48,900	Limited	30	Client focus, team player, reliability
3232	Practitioners of natural healing	PS	210	\$23,100	Fair	50	Client focus, reliability, organized
3233	Licensed practical nurses	PS	2,780	\$77,700	Good	390	Attention to detail, team player, excellent oral communication, client focus
3234	Paramedical occupations	PS	910	\$87,700	Good	90	Reliability, team player, flexibility
3236	Massage therapists	PS	1,180	\$41,300	Fair	160	Client focus, effective interpersonal skills, values and ethics
3237	Other technical occupations in therapy and assessment	PS	290	\$57,700	Good	50	Reliability, organized, team player
3411	Dental assistants	HS	910	\$49,500	Fair	100	Attention to detail, reliability, team player
3413	Nurse aides, orderlies and patient service associates	HS	10,370	\$46,900	Good	1,720	Team player, client focus, reliability
3414	Other assisting occupations in support of health services	HS	1,380	\$42,600	Fair	210	Reliability, organized, attention to detail
Occupations in education, law and social, community and government services							
4011	University professors and lecturers	Univ	2,530	\$142,900	Fair	270	Excellent written communication, excellent oral communication, organized
4012	Post-secondary teaching and research assistants	Univ	1,960	\$43,400	Limited	-10	Attention to detail, team player, reliability
4021	College and other vocational instructors	Univ	2,580	\$88,800	Fair	470	Excellent oral communication, organized, client focus
4031	Secondary school teachers	Univ	4,170	\$86,300	Fair	850	Excellent oral communication, effective interpersonal skills, team player

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4032	Elementary school and kindergarten teachers	Univ	8,580	\$84,600	Good	1,680	Attention to detail, organized, excellent oral communication
4033	Educational counsellors	Univ	700	\$75,500	Fair	110	Effective interpersonal skills, organized, excellent oral communication
4111	Judges	Univ	90	\$287,000	Good	20	n.a.
4112	Lawyers and Quebec notaries	Univ	1,780	\$129,600	Fair	220	Excellent oral communication, excellent written communication, attention to detail
4151	Psychologists	Univ	430	\$103,400	Fair	80	Effective interpersonal skills, excellent oral communication, client focus
4152	Social workers	Univ	2,150	\$66,800	Fair	320	Effective interpersonal skills, client focus, reliability
4153	Family, marriage and other related counsellors	Univ	940	\$60,100	Fair	180	Effective interpersonal skills, judgement, reliability, client focus
4154	Professional occupations in religion	Univ	1,550	\$59,100	Fair	360	Excellent oral communication, initiative, flexibility
4155	Probation and parole officers and related occupations	Univ	310	\$83,300	Limited	30	n.a.
4156	Employment counsellors	Univ	370	\$54,800	Fair	80	Client focus, excellent written communication, organized, excellent oral communication
4161	Natural and applied science policy researchers, consultants and program officers	Univ	660	\$71,600	Fair	90	Excellent oral communication, effective interpersonal skills, excellent written communication
4162	Economists and economic policy researchers and analysts	Univ	280	\$92,900	Fair	50	Initiative, organized, accurate
4163	Business development officers and marketing researchers and consultants	Univ	1,130	\$86,600	Fair	150	Effective interpersonal skills, excellent oral communication, organized
4164	Social policy researchers, consultants and program officers	Univ	850	\$69,400	Fair	120	Organized, excellent oral communication, team player
4165	Health policy researchers, consultants and program officers	Univ	870	\$83,700	Fair	130	Team player, excellent written communication, work under pressure
4166	Education policy researchers, consultants and program officers	Univ	730	\$83,300	Fair	140	Effective interpersonal skills, team player, excellent oral communication
4167	Recreation, sports and fitness policy researchers, consultants and program officers	Univ	390	\$53,700	Fair	60	Team player, organized, excellent oral communication
4168	Program officers unique to government	Univ	290	\$80,700	Fair	60	n.a.
4169	Other professional occupations in social science, n.e.c.	Univ	140	\$81,600	Fair	30	Excellent oral communication, judgement, team player, interpersonal awareness
4211	Paralegal and related occupations	PS	300	\$55,000	Fair	50	Organized, reliability, excellent written communication
4212	Social and community service workers	PS	5,200	\$46,400	Good	860	Team player, client focus, flexibility
4214	Early childhood educators and assistants	PS	4,930	\$32,000	Good	800	Team player, dependability, reliability
4215	Instructors of persons with disabilities	PS	270	\$46,200	Fair	50	Effective interpersonal skills, flexibility, initiative
4216	Other instructors	PS	660	\$59,900	Fair	150	Dependability, reliability, excellent oral communication
4217	Other religious occupations	PS	290	\$44,600	Good	80	Effective interpersonal skills, excellent oral communication, dependability, values and ethics, reliability
4311	Police officers (except commissioned)	PS	2,170	\$113,300	Fair	410	Attention to detail, work under pressure, reliability, excellent written communication, tight deadlines, values and ethics, excellent oral communication, judgement, organized
4312	Firefighters	PS	950	\$113,700	Fair	210	Team player, organized, judgement, excellent oral communication, reliability, excellent written communication, effective interpersonal skills, flexibility
4313	Non-commissioned ranks of the Canadian Forces	PS	330	\$72,400	Fair	40	Effective interpersonal skills, team player, reliability, initiative, work under pressure, judgement, organized
4411	Home child care providers	HS	4,260	n.a.	Good	830	Reliability, organized, flexibility

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4412	Home support workers, housekeepers and related occupations	HS	2,900	\$37,300	Fair	580	Reliability, dependability, flexibility
4413	Elementary and secondary school teacher assistants	HS	4,720	\$30,800	Good	990	Dependability, reliability, flexibility
4421	Sheriffs and bailiffs	HS	140	\$62,500	Fair	20	Reliability, work under pressure, tight deadlines, attention to detail, organized, effective interpersonal skills, team player, flexibility, values and ethics, initiative, accurate, judgement
4422	Correctional service officers	HS	1,630	\$77,300	Fair	230	Values and ethics, reliability, judgement, effective interpersonal skills, team player, excellent oral communication, dependability, excellent written communication
4423	By-law enforcement and other regulatory officers, n.e.c.	HS	180	\$57,900	Fair	40	Reliability, judgement, attention to detail
Occupations in art, culture, recreation and sport							
5111	Librarians	Univ	200	\$57,600	Fair	50	Organized, initiative, attention to detail, effective interpersonal skills
5121	Authors and writers	Univ	400	\$49,000	Fair	120	Excellent written communication, team player, attention to detail
5122	Editors	Univ	160	\$53,500	Good	70	Organized, excellent written communication, flexibility
5123	Journalists	Univ	250	\$49,000	Good	90	Organized, initiative, excellent oral communication, excellent written communication
5125	Translators, terminologists and interpreters	Univ	140	n.a.	Fair	20	Attention to detail, excellent oral communication, tight deadlines, accurate
5131	Producers, directors, choreographers and related occupations	Univ	320	\$43,400	Fair	40	Organized, effective interpersonal skills, excellent oral communication
5133	Musicians and singers	Univ	900	\$36,200	Fair	190	Attention to detail, tight deadlines, work under pressure
5134	Dancers	Univ	330	\$47,500	Fair	30	Attention to detail, work under pressure, tight deadlines
5135	Actors and comedians	Univ	80	n.a.	Fair	10	Effective interpersonal skills, excellent oral communication, interpersonal awareness
5136	Painters, sculptors and other visual artists	Univ	350	n.a.	Good	120	Team player, initiative, attention to detail
5211	Library and public archive technicians	PS	480	\$43,700	Fair	120	Organized, attention to detail, excellent written communication
5212	Technical occupations related to museums and art galleries	PS	230	\$24,600	Limited	30	Excellent oral communication, attention to detail, dependability
5221	Photographers	PS	450	\$30,700	Fair	70	Flexibility, attention to detail, client focus
5222	Film and video camera operators	PS	60	n.a.	Limited	10	n.a.
5225	Audio and video recording technicians	PS	120	\$48,500	Limited	20	Attention to detail, organized
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	PS	200	\$67,400	Fair	30	Team player, attention to detail, dependability
5231	Announcers and other broadcasters	PS	250	\$61,200	Fair	30	Effective interpersonal skills, organized, excellent oral communication
5232	Other performers, n.e.c.	PS	90	n.a.	Fair	20	Flexibility, reliability, client focus, effective interpersonal skills
5241	Graphic designers and illustrators	PS	800	\$51,200	Fair	160	Work under pressure, tight deadlines, team player
5242	Interior designers and interior decorators	PS	440	\$46,400	Fair	110	Attention to detail, organized, client focus
5243	Theatre, fashion, exhibit and other creative designers	PS	220	\$32,000	Fair	50	Attention to detail, team player, organized
5244	Artisans and craftsperson	PS	380	\$31,000	Fair	110	Attention to detail, accurate, excellent oral communication
5252	Coaches	PS	230	\$53,900	Fair	30	Organized, team player, reliability
5253	Sports officials and referees	PS	170	n.a.	Fair	20	n.a.
5254	Program leaders and instructors in recreation, sport and fitness	PS	2,610	\$38,400	Fair	180	Team player, dependability, reliability

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
Sales and service occupations							
6211	Retail sales supervisors	PS	2,250	\$41,300	Fair	360	Team player, organized, reliability
6221	Technical sales specialists - wholesale trade	PS	2,450	\$85,400	Fair	440	Excellent oral communication, effective interpersonal skills, client focus
6222	Retail and wholesale buyers	PS	770	\$37,800	Fair	110	Attention to detail, organized, accurate
6231	Insurance agents and brokers	PS	1,970	\$59,100	Fair	400	Excellent oral communication, client focus, team player, organized
6232	Real estate agents and salespersons	PS	1,580	\$50,000	Fair	140	n.a.
6235	Financial sales representatives	PS	2,160	\$55,600	Fair	350	Team player, organized, excellent oral communication
6311	Food service supervisors	PS	1,770	\$30,800	Fair	200	Team player, flexibility, work under pressure
6312	Executive housekeepers	PS	180	\$33,000	Fair	50	Reliability, organized, attention to detail, team player, dependability
6313	Accommodation, travel, tourism and related services supervisors	PS	260	\$49,100	Limited	50	Organized, team player, attention to detail
6314	Customer and information services supervisors	PS	190	\$65,000	Fair	40	Attention to detail, organized, client focus
6315	Cleaning supervisors	PS	310	\$48,200	Fair	80	Reliability, flexibility, dependability
6316	Other services supervisors	PS	460	\$50,400	Fair	100	Team player, organized, reliability
6321	Chefs	PS	1,140	\$43,300	Fair	170	Team player, organized, reliability
6322	Cooks	PS	7,550	\$30,500	Good	1,220	Team player, reliability, work under pressure
6331	Butchers, meat cutters and fishmongers - retail and wholesale	PS	570	\$44,900	Fair	110	Reliability, work under pressure, team player
6332	Bakers	PS	1,210	\$32,400	Fair	200	Reliability, team player, dependability
6341	Hairstylists and barbers	PS	3,330	\$29,600	Fair	430	Client focus, reliability, attention to detail
6342	Tailors, dressmakers, furriers and milliners	PS	320	\$28,000	Fair	80	Attention to detail, reliability, organized
6344	Jewellers, jewellery and watch repairers and related occupations	PS	120	\$23,600	Fair	30	Attention to detail, accurate, team player, judgement
6345	Upholsterers	PS	120	\$27,400	Fair	40	Attention to detail
6346	Funeral directors and embalmers	PS	270	\$53,100	Fair	60	Reliability, excellent oral communication, dependability
6411	Sales and account representatives - wholesale trade (non-technical)	HS	2,920	\$71,700	Good	620	Excellent oral communication, client focus, organized
6421	Retail salespersons	HS	20,020	\$40,700	Good	3,030	Team player, dependability, reliability
6511	Maitres d'hôtel and hosts/hostesses	HS	860	\$26,700	Fair	70	Team player, excellent oral communication, organized
6512	Bartenders	HS	1,430	n.a.	Fair	150	Reliability, team player, excellent oral communication
6513	Food and beverage servers	HS	7,000	n.a.	Good	680	Team player, reliability, flexibility
6521	Travel counsellors	HS	350	\$41,600	Fair	90	Team player, excellent oral communication, effective interpersonal skills, reliability
6522	Pursers and flight attendants	HS	90	\$39,200	Limited	20	n.a.
6523	Airline ticket and service agents	HS	280	\$53,500	Fair	90	Team player, excellent oral communication, reliability
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	HS	100	\$44,000	Fair	20	Excellent oral communication, team player, reliability
6525	Hotel front desk clerks	HS	970	\$31,400	Limited	230	Reliability, attention to detail, team player
6531	Tour and travel guides	HS	70	n.a.	Limited	10	Attention to detail, excellent oral communication, client focus
6532	Outdoor sport and recreational guides	HS	160	\$31,100	Fair	50	Team player, effective interpersonal skills, reliability
6533	Casino occupations	HS	610	\$47,600	Fair	80	Effective interpersonal skills, work under pressure, excellent oral communication
6541	Security guards and related security service occupations	HS	2,900	\$40,100	Good	660	Reliability, team player, excellent oral communication

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
6551	Customer services representatives - financial institutions	HS	2,240	\$41,100	Fair	330	Client focus, attention to detail, excellent oral communication
6552	Other customer and information services representatives	HS	4,750	\$51,900	Fair	740	Attention to detail, reliability, excellent oral communication
6561	Image, social and other personal consultants	HS	80	\$32,500	Fair	10	Client focus, team player, reliability
6562	Estheticians, electrologists and related occupations	HS	1,550	\$30,600	Fair	160	Client focus, reliability, attention to detail
6563	Pet groomers and animal care workers	HS	600	\$29,600	Fair	70	Reliability, dependability, attention to detail
6564	Other personal service occupations	HS	90	n.a.	Fair	20	n.a.
6611	Cashiers	LHS	9,740	\$28,500	Good	1,220	Attention to detail, team player, flexibility
6621	Service station attendants	LHS	1,980	\$27,400	Limited	220	Reliability, effective interpersonal skills, flexibility
6622	Store shelf stockers, clerks and order fillers	LHS	5,430	\$32,200	Fair	710	Attention to detail, team player, reliability
6623	Other sales related occupations	LHS	710	\$38,300	Fair	130	Reliability, dependability, excellent oral communication
6711	Food counter attendants, kitchen helpers and related support occupations	LHS	11,400	\$29,400	Good	1,140	Team player, reliability, work under pressure
6721	Support occupations in accommodation, travel and facilities set-up services	LHS	80	\$38,700	Limited	20	Team player, flexibility, client focus
6722	Operators and attendants in amusement, recreation and sport	LHS	850	\$45,400	Limited	110	Reliability, team player, effective interpersonal skills
6731	Light duty cleaners	LHS	7,580	\$35,600	Good	1,620	Attention to detail, reliability, dependability
6732	Specialized cleaners	LHS	1,970	\$34,300	Fair	250	Attention to detail, reliability, team player
6733	Janitors, caretakers and building superintendents	LHS	8,940	\$43,100	Good	1,900	Reliability, dependability, flexibility
6741	Dry cleaning, laundry and related occupations	LHS	810	\$32,400	Fair	190	Team player, attention to detail, work under pressure
6742	Other service support occupations, n.e.c.	LHS	780	\$40,100	Fair	130	Reliability, team player, flexibility
Trades, transport and equipment operators and related occupations							
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	PS	740	\$87,400	Fair	140	Attention to detail, work under pressure, tight deadlines
7202	Contractors and supervisors, electrical trades and telecommunications occupations	PS	590	\$106,000	Fair	90	Effective interpersonal skills, organized, team player
7203	Contractors and supervisors, pipefitting trades	PS	280	\$92,000	Fair	40	Judgement, team player, reliability
7204	Contractors and supervisors, carpentry trades	PS	780	\$69,400	Fair	240	Organized, reliability, team player
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	PS	1,670	\$67,000	Fair	290	Team player, reliability, organized
7231	Machinists and machining and tooling inspectors	PS	790	\$73,100	Fair	130	Attention to detail, accurate, dependability
7232	Tool and die makers	PS	80	\$58,200	Fair	20	Attention to detail, team player, organized
7233	Sheet metal workers	PS	790	\$65,900	Fair	60	Dependability, team player, attention to detail
7234	Boilermakers	PS	200	\$107,300	Limited	20	Attention to detail, tight deadlines
7235	Structural metal and platework fabricators and fitters	PS	130	\$76,100	Fair	20	Attention to detail, reliability, team player
7236	Ironworkers	PS	560	\$99,000	Limited	50	Reliability, team player, dependability
7237	Welders and related machine operators	PS	5,230	\$61,900	Fair	740	Attention to detail, team player, organized
7241	Electricians (except industrial and power system)	PS	3,930	\$69,200	Fair	250	Attention to detail, team player, organized
7242	Industrial electricians	PS	1,650	\$116,000	Fair	230	Team player, excellent oral communication, organized
7243	Power system electricians	PS	160	\$120,800	Fair	30	n.a.
7244	Electrical power line and cable workers	PS	960	\$106,300	Limited	70	Tight deadlines, team player, accurate, judgement
7245	Telecommunications line and cable workers	PS	320	\$82,300	Limited	30	Attention to detail, reliability, organized, flexibility

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
7246	Telecommunications installation and repair workers	PS	900	\$79,000	Fair	120	Attention to detail, accurate, flexibility
7251	Plumbers	PS	2,960	\$67,300	Limited	160	Team player, work under pressure, judgement
7252	Steamfitters, pipefitters and sprinkler system installers	PS	860	\$96,800	Limited	80	Attention to detail, team player, effective interpersonal skills
7253	Gas fitters	PS	190	\$104,600	Fair	30	Attention to detail, team player, dependability
7271	Carpenters	PS	6,390	\$52,300	Fair	1,130	Team player, reliability, accurate
7272	Cabinetmakers	PS	300	\$53,700	Limited	110	Attention to detail, team player, organized
7281	Bricklayers	PS	360	\$60,200	Limited	30	Reliability, accurate, team player
7282	Concrete finishers	PS	440	\$54,900	Limited	30	Team player, attention to detail, flexibility
7283	Tilesetters	PS	240	\$51,000	Limited	20	Attention to detail, reliability, accurate
7284	Plasterers, drywall installers and finishers and lathers	PS	1,140	\$44,000	Limited	110	Team player, reliability, dependability
7291	Roofers and shinglers	PS	710	\$58,100	Fair	50	Team player, reliability, dependability
7292	Glaziers	PS	270	\$51,900	Limited	20	n.a
7293	Insulators	PS	330	\$58,200	Limited	30	n.a
7294	Painters and decorators (except interior decorators)	PS	1,470	\$49,700	Fair	160	Attention to detail, team player, reliability
7295	Floor covering installers	PS	670	\$50,800	Fair	80	Team player, organized, effective interpersonal skills
7301	Contractors and supervisors, mechanic trades	PS	740	\$95,000	Fair	170	Attention to detail, team player, organized
7302	Contractors and supervisors, heavy equipment operator crews	PS	1,830	\$92,700	Fair	260	Team player, reliability, organized
7304	Supervisors, railway transport operations	PS	120	\$102,500	Fair	20	n.a.
7305	Supervisors, motor transport and other ground transit operators	PS	440	\$71,600	Fair	110	Organized, team player, flexibility
7311	Construction millwrights and industrial mechanics	PS	2,930	\$98,100	Fair	380	Attention to detail, team player, excellent oral communication
7312	Heavy-duty equipment mechanics	PS	2,830	\$82,100	Fair	410	Reliability, team player, attention to detail
7313	Refrigeration and air conditioning mechanics	PS	620	\$78,600	Fair	70	Reliability, attention to detail, team player
7314	Railway carmen/women	PS	230	\$70,400	Fair	40	n.a.
7315	Aircraft mechanics and aircraft inspectors	PS	340	\$78,600	Fair	80	Attention to detail, team player, reliability
7318	Elevator constructors and mechanics	PS	110	\$103,900	Limited	0	Accurate, team player, organized
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	PS	5,800	\$64,100	Good	970	Reliability, team player, attention to detail
7322	Motor vehicle body repairers	PS	1,410	\$64,200	Good	260	Attention to detail, reliability, team player
7332	Appliance servicers and repairers	PS	240	\$49,200	Fair	50	Dependability, organized, client focus
7333	Electrical mechanics	PS	90	\$78,500	Fair	20	Team player, accurate, excellent oral communication
7334	Motorcycle, all-terrain vehicle and other related mechanics	PS	200	\$65,000	Fair	40	Attention to detail, team player, reliability
7335	Other small engine and small equipment repairers	PS	120	\$44,900	Limited	20	Attention to detail, reliability, team player
7361	Railway and yard locomotive engineers	PS	560	\$122,000	Fair	110	n.a.
7362	Railway conductors and brakemen/women	PS	690	\$94,500	Fair	70	Attention to detail, reliability, judgement, accurate, dependability
7371	Crane operators	PS	560	\$85,600	Fair	80	Attention to detail, team player, dependability
7373	Water well drillers	PS	80	n.a.	Limited	10	Attention to detail
7381	Printing press operators	PS	200	\$53,700	Fair	40	Attention to detail, reliability, team player
7384	Other trades and related occupations, n.e.c.	PS	370	\$50,900	Fair	80	Attention to detail, accurate, team player
7441	Residential and commercial installers and servicers	HS	1,470	\$52,800	Fair	200	Attention to detail, team player, reliability
7442	Waterworks and gas maintenance workers	HS	360	\$66,300	Fair	60	Reliability, team player, attention to detail

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
7444	Pest controllers and fumigators	HS	160	\$62,100	Fair	40	Attention to detail, reliability, effective interpersonal skills
7445	Other repairers and servicers	HS	380	\$56,400	Fair	70	Reliability, attention to detail, organized
7452	Material handlers	HS	5,210	\$49,300	Fair	910	Reliability, team player, attention to detail
7511	Transport truck drivers	HS	13,320	\$63,900	Good	3,220	Reliability, team player, flexibility
7512	Bus drivers, subway operators and other transit operators	HS	3,350	\$49,900	Good	980	Reliability, team player, judgement
7513	Taxi and limousine drivers and chauffeurs	HS	1,550	\$25,000	Good	410	Reliability, flexibility, organized
7514	Delivery and courier service drivers	HS	2,350	\$43,400	Good	320	Reliability, team player, organized
7521	Heavy equipment operators (except crane)	HS	5,280	\$72,700	Fair	540	Attention to detail
7522	Public works maintenance equipment operators and related workers	HS	770	\$62,600	Fair	150	Team player, excellent oral communication, flexibility
7531	Railway yard and track maintenance workers	HS	560	\$75,400	Fair	90	Attention to detail, work under pressure, team player
7534	Air transport ramp attendants	HS	210	\$35,900	Fair	40	Team player, flexibility, reliability
7535	Other automotive mechanical installers and servicers	HS	1,160	\$43,600	Limited	130	Team player, attention to detail, reliability
7611	Construction trades helpers and labourers	LHS	6,740	\$51,100	Limited	750	Reliability, team player, flexibility
7612	Other trades helpers and labourers	LHS	460	\$57,400	Limited	50	Team player, reliability, dependability
7621	Public works and maintenance labourers	LHS	1,290	\$52,300	Good	270	Dependability, team player, flexibility
7622	Railway and motor transport labourers	LHS	220	\$66,100	Fair	30	Reliability, flexibility, team player
Natural resources, agriculture and related production occupations							
8211	Supervisors, logging and forestry	PS	70	\$76,300	Fair	20	n.a.
8221	Supervisors, mining and quarrying	PS	770	\$163,700	Limited	130	Work under pressure, attention to detail, judgement, effective interpersonal skills, team player, dependability, initiative, flexibility
8222	Contractors and supervisors, oil and gas drilling and services	PS	1,510	\$123,700	Limited	30	Effective interpersonal skills, team player, accurate, attention to detail, judgement, organized, tight deadlines, excellent oral communication, work under pressure, excellent written communication, initiative
8231	Underground production and development miners	PS	1,760	\$122,300	Limited	70	Work under pressure, team player, dependability
8232	Oil and gas well drillers, servicers, testers and related workers	PS	970	\$98,900	Limited	-90	Attention to detail, work under pressure, team player, reliability
8241	Logging machinery operators	PS	150	\$65,800	Limited	30	Team player, attention to detail, work under pressure
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	PS	910	\$48,700	Fair	90	Team player, attention to detail, organized
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	PS	600	\$56,500	Limited	90	Attention to detail, team player, initiative
8411	Underground mine service and support workers	HS	340	\$111,400	Limited	30	Team player, reliability, dependability, excellent oral communication
8412	Oil and gas well drilling and related workers and services operators	HS	720	\$79,100	Limited	-60	Reliability, team player, judgement
8421	Chain saw and skidder operators	HS	110	\$41,000	Limited	30	Team player, judgement, dependability, flexibility, reliability
8422	Silviculture and forestry workers	HS	170	\$99,200	Fair	20	Team player, judgement
8431	General farm workers	HS	9,580	\$35,700	Good	1,510	Attention to detail, team player, work under pressure
8432	Nursery and greenhouse workers	HS	430	\$39,700	Fair	70	Reliability, attention to detail, team player
8611	Harvesting labourers	LHS	90	\$65,900	Fair	10	Reliability, team player, flexibility
8612	Landscaping and grounds maintenance labourers	LHS	3,080	\$42,000	Fair	530	Reliability, team player, dependability
8614	Mine labourers	LHS	380	\$83,200	Limited	10	Team player, attention to detail, flexibility, effective interpersonal skills

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
8615	Oil and gas drilling, servicing and related labourers	LHS	1,020	\$64,000	Limited	-90	Team player, attention to detail
8616	Logging and forestry labourers	LHS	140	n.a.	Fair	30	Reliability, team player, attention to detail
Occupations in manufacturing and utilities							
9211	Supervisors, mineral and metal processing	PS	210	\$100,200	Fair	30	Attention to detail, reliability, effective interpersonal skills
9212	Supervisors, petroleum, gas and chemical processing and utilities	PS	840	\$123,300	Fair	170	Team player, reliability, attention to detail, organized
9213	Supervisors, food, beverage and associated products processing	PS	390	\$72,700	Fair	100	Attention to detail, team player, reliability, flexibility
9215	Supervisors, forest products processing	PS	90	\$78,100	Good	30	Reliability, effective interpersonal skills, team player, judgement
9226	Supervisors, other mechanical and metal products manufacturing	PS	170	\$65,600	Fair	40	n.a.
9231	Central control and process operators, mineral and metal processing	PS	130	\$116,600	Limited	10	n.a.
9232	Petroleum, gas and chemical process operators	PS	1,800	\$119,300	Limited	20	Attention to detail, team player, initiative
9241	Power engineers and power systems operators	PS	1,650	\$125,600	Limited	160	Dependability, team player, effective interpersonal skills
9243	Water and waste treatment plant operators	PS	700	\$66,800	Fair	130	Reliability, excellent oral communication, organized
9411	Machine operators, mineral and metal processing	HS	260	\$89,500	Fair	50	Attention to detail, team player, excellent oral communication
9414	Concrete, clay and stone forming operators	HS	150	\$55,500	Fair	20	Team player, attention to detail, accurate
9415	Inspectors and testers, mineral and metal processing	HS	140	\$93,300	Fair	20	Accurate, team player, dependability
9416	Metalworking and forging machine operators	HS	410	\$61,500	Fair	70	Attention to detail, team player, organized
9417	Machining tool operators	HS	110	\$55,200	Fair	20	Attention to detail, reliability, excellent oral communication
9418	Other metal products machine operators	HS	140	\$66,500	Fair	20	Attention to detail, team player, dependability
9421	Chemical plant machine operators	HS	160	\$72,200	Fair	30	Attention to detail, team player, accurate
9422	Plastics processing machine operators	HS	90	\$42,500	Fair	-10	Reliability, dependability, team player
9423	Rubber processing machine operators and related workers	HS	220	\$82,800	Fair	50	Reliability, dependability, team player
9431	Sawmill machine operators	HS	130	\$46,600	Limited	30	Team player, attention to detail, excellent oral communication
9434	Other wood processing machine operators	HS	60	\$50,600	Limited	20	Attention to detail
9437	Woodworking machine operators	HS	70	\$49,600	Limited	10	Attention to detail
9442	Weavers, knitters and other fabric making occupations	HS	100	\$29,500	Fair	10	Attention to detail, team player, accurate
9446	Industrial sewing machine operators	HS	170	\$32,400	Fair	40	Attention to detail, reliability, accurate
9461	Process control and machine operators, food, beverage and associated products processing	HS	1,000	\$50,100	Fair	180	Team player, attention to detail, flexibility
9462	Industrial butchers and meat cutters, poultry preparers and related workers	HS	440	\$39,400	Fair	90	Attention to detail, team player, accurate
9465	Testers and graders, food, beverage and associated products processing	HS	80	\$55,900	Fair	20	Reliability, attention to detail, team player
9471	Plateless printing equipment operators	HS	110	\$47,800	Limited	0	Attention to detail, team player, organized
9522	Motor vehicle assemblers, inspectors and testers	HS	120	\$47,200	Fair	20	Attention to detail, reliability, team player
9523	Electronics assemblers, fabricators, inspectors and testers	HS	160	\$39,800	Fair	80	Attention to detail, team player, reliability
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	HS	80	\$45,100	Fair	20	Team player, attention to detail, reliability
9526	Mechanical assemblers and inspectors	HS	680	\$46,700	Fair	140	Attention to detail, reliability, team player
9527	Machine operators and inspectors, electrical apparatus manufacturing	HS	80	\$61,300	Fair	20	Flexibility, reliability, organized
9532	Furniture and fixture assemblers and inspectors	HS	90	\$36,700	Limited	20	Attention to detail, reliability, team player
9533	Other wood products assemblers and inspectors	HS	140	\$41,200	Fair	20	Attention to detail, team player, reliability
9534	Furniture finishers and refinishers	HS	110	\$46,600	Limited	30	Team player, attention to detail, reliability

NOC	Occupation Title	Skill Level	2019 Estimated Employment	2019 Wage Estimate	Outlook 2019-2023		Most in-demand soft skills (based on Job Bank 2018 national data)
					Job outlook	Net Job Openings	
9535	Plastic products assemblers, finishers and inspectors	HS	80	\$42,500	Limited	-20	Reliability, team player, organized
9536	Industrial painters, coaters and metal finishing process operators	HS	480	\$51,900	Fair	70	Reliability, attention to detail, team player
9537	Other products assemblers, finishers and inspectors	HS	270	\$43,200	Fair	40	Attention to detail, team player, reliability
9611	Labourers in mineral and metal processing	LHS	360	\$79,800	Fair	50	Team player, dependability, flexibility
9612	Labourers in metal fabrication	LHS	340	\$60,200	Fair	50	Reliability, dependability, attention to detail
9613	Labourers in chemical products processing and utilities	LHS	160	\$56,300	Fair	30	Attention to detail
9614	Labourers in wood, pulp and paper processing	LHS	190	\$68,400	Fair	30	Attention to detail
9617	Labourers in food, beverage and associated products processing	LHS	1,710	\$35,700	Fair	310	Reliability, team player, attention to detail
9619	Other labourers in processing, manufacturing and utilities	LHS	1,250	\$36,800	Fair	250	Reliability, attention to detail, team player

Appendix: Methodology

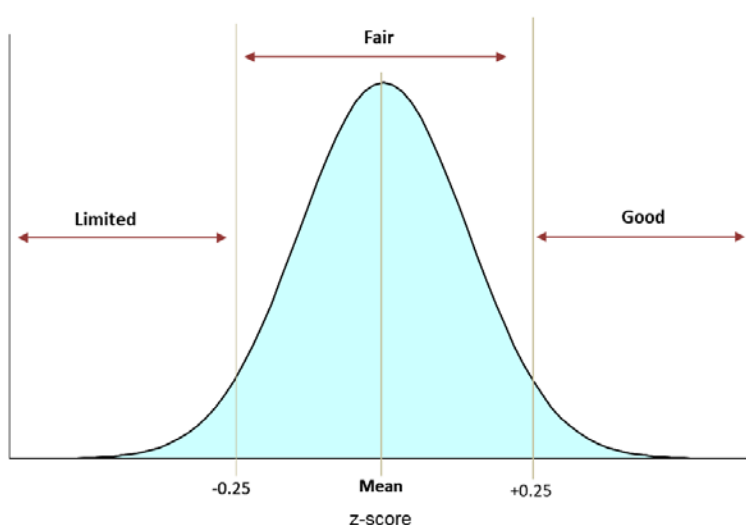
The *Saskatchewan Detailed Occupational Outlook, 2019-2023*, is based on Saskatchewan Finance's 2019/20 budget assumptions, and output from the Saskatchewan Occupational Modelling System (SOMS) that is proprietary to Stokes Economic Consulting Inc. Forecast data reflects current and expected economic conditions at the time of the development of the forecast scenario (spring 2019). Trade uncertainty and unforeseen fluctuations in commodity prices, exchange rates and other economic indicators will impact forecasted labour demand. In addition, the forecast does not reflect current job vacancies and does not distinguish between full-time and part-time jobs.

A labour market assessment is undertaken to assign job outlooks to occupations. Recent labour market trends are factored into the assessment on the assumption that recent growth is a predictor of future job prospects. Future trends are also considered in the assessment. The following table shows the labour market indicators that are used in the assessment process, based on a weighted average. Other sources of labour market intelligence that are considered are sector studies, surveys, and consultations with sector specialists.

Indicators		Data Sources
Recent growth:		
1	Employment growth from 2011 to 2016	Census
2	Share of employment growth from 2011 to 2016	Census
3	Employment growth from 2013 to 2018	Labour Force Survey
4	Growth in share of employment in 2013 to 2018	Labour Force Survey
5	Growth in hourly wage rates from 2013 to 2018	Labour Force Survey
6	Growth in average hours worked from 2013 to 2018	Labour Force Survey
7	Average unemployment rate 2013 to 2018	Labour Force Survey
8	Change in regular EI beneficiaries 2013 to 2018	Employment Insurance
9	Change in job vacancy rate 2014 to 2018	SaskJobs
Future growth:		
10	Expected growth in employment 2018 to 2023	SOMS
11	Change in share of employment, 2018 to 2023	SOMS
12	Average attrition rate, 2018 to 2023	SOMS

A statistical measure (z-score) is applied to obtain standardized values of various labour market indicators in order to comparatively assess a total of 500 occupations. A job outlook is assigned to 437 occupations as an indicator of future employment opportunities.

Occupations with a **limited** outlook have a z-score value of less than -0.25; occupations with a **fair** outlook have a z-score value equal to/greater than -0.25 and equal to/less than +0.25; and occupations with a **good** outlook have a z-score value greater than +0.25. Sixty-three occupations that are estimated to have fewer than 60 employed in the province in 2019 are not assigned an outlook, as data is suppressed or not available for most of the indicators (these occupations are viewed as 'uncommon'). The following graph illustrates the normal standard distribution of values relative to the mean or average.



Wage Estimates

Wage estimates for 2019 are derived for occupations using ordinary least-squares regression of historical wage growth. Wage data for this method is sourced from the 2016 Census, the Labour Force Survey and the Survey of Employment, Payroll and Hours. The reported wage refers to the median full-time, full-year wage ('median' refers to the middle value in a distribution).

Soft Skills

Soft skills for each occupation are based on 646,393 job vacancies for 259,948 job advertisements that were posted by Canadian employers on National Job Bank in 2018. Out of a total of 33 soft skills, the top three soft skills are provided for each occupation. Soft skills that are considered most in-demand by employers are derived using a skills intensity measure (the percentage of job postings requiring a specific soft skill). There may be more than three soft skills for occupations, if there is a tie in the skills intensity measure.

Skill Levels

Occupations are categorized according to the National Occupational Classification (NOC) 2016 system, which is the national reference on occupations in Canada. Skills are classified into five different levels based on NOC 2016. The classification of the skill level and the level of education or training usually required is described in the table below.

Skill Levels Based on the NOC 2016 System		
Skill Level	Level of education or training usually required	
Mgt	Management	<ul style="list-style-type: none"> Management is characterized by high levels of responsibility, accountability and subject matter expertise. Expertise is acquired through either formal education or extensive occupational experience.
Univ	University degree	<ul style="list-style-type: none"> University degree (bachelor's, master's or doctorate)
PS	Post-secondary certificate, diploma or apprenticeship training	<ul style="list-style-type: none"> Two to three years of post-secondary education at community college, institute of technology or CÉGEP (Quebec only); or Two to five years of apprenticeship training; or Three to four years of secondary school and more than two years of on-the-job training, occupation specific training courses or specific work experience; or Occupations with supervisory responsibilities; or Occupations with significant health and safety responsibilities
HS	High school completion or occupation-specific training	<ul style="list-style-type: none"> Completion of secondary school and some short-duration courses or training specific to the occupation; or Some secondary school education, with up to two years of on-the-job training, training courses or specific work experience
LHS	Less than high school completion or on-the-job training	<ul style="list-style-type: none"> Short work demonstration or on-the-job training; or No formal educational requirements

Source: Employment and Social Development Canada